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# INTERAGENCY ADVISORY GROUP

UNITED STATES CIVIL SERVICE COMMISSION  
OFFICE OF THE EXECUTIVE DIRECTOR  
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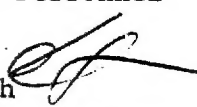
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June 22, 1976

TO: Directors of Personnel

FROM: Clinton Smith   
Executive Vice-Chairman

SUBJECT: The Consortium on Education for the Public Service  
First Year Report June 1975 - June 1976

This memorandum transmits the first annual report of the Consortium on Education for the Public Service.

My memorandum of May 28, 1976 (with attachment) to you outlined the general purpose and goals of the Consortium. I thought you would be interested in this followup report, and particularly in Objectives 1 through 10. A number of these tie into IAG objectives and activity.

The IAG Secretariat will of course keep you advised of future developments through the formal relationship established with George Maharay, of the Consortium Secretariat.

Attachment

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The Consortium on Education for the Public Service

First Year Report June 1975 - June 1976

1. Organization

a. Membership

The Consortium on Education for the Public Service is based upon a formal agreement developed by five organizations over a four year period for the purpose of taking cooperative action to foster and to improve education for the public service. The agreement was signed by the American Society for Public Administration (ASPA), the International Personnel Management Association (IPMA), the National Academy of Public Administration (The Academy), the National Association of Schools for Public Affairs and Administration (NASPAA), and the National Training and Development Service (NTDS).

Since the agreement was signed, the International City Management Association (ICMA), the American Public Works Association (APWA), the National League of Cities (NLC), and the National Association of Counties (NACo) have joined the Consortium and are participating in its activities and are helping make the agreement a living document. In addition the American Association of State Colleges and Universities (AASCU) has indicated an interest in joining and has been asked to join and will represent, the American Council on Education, the National Association of State Universities and Land-Grant Colleges, the Association of American Colleges, and the American Association of Community and Junior Colleges, as well as itself.

Further, the following organizations have asked to kept advised of Consortium activities: the Council on Human Resource Management Associations (COHRMA), the Public Administration Service, the Municipal Finance Officers Association (MFOA), the Professional Engineers in Government of the National Society of Professional Engineers, and the Council of State Community Affairs Agencies (COSCAA).

b. Representatives and Staff

Each organization in the Consortium agreed to "have its President, Chairman, Executive Director (or other chief executive officer) or his designee, named as a member, with authority to act on his behalf, of the inter-organizational committee for oversight of the implementation" of the action agreement. The Committee consists of:

Chairman and ASPA Representative	H. George Frederickson, Dean College of Public and Community Services University of Missouri at Columbia
ICMA Representative	Laurence Rutter, Director Membership Services Center International City Management Association
IPMA Representative	Ersa Poston, Member, New York State Civil Service Commission Albany, New York

Academy Representative	Seymour S. Berlin, Chairman Committee on Education National Academy of Public Administration
NASPAA Representative	Charles F. Bonser, Dean School of Public and Environmental Affairs Indiana University
NTDS Representative	Fred Fisher, Vice President National Training and Development Service
AFWA Representative	Malcolm Van Deursen, General Manager, Educational Foundation, American Public Works Association Chicago, Illinois
NLC Representative	Alan Beals, Executive Vice President National League of Cities
NACo Representative	Bernard F. Hillenbrand, Executive Director National Association of Counties

The Secretariat of the Consortium is George S. Maharay, former Director of Personnel of the Energy Research and Development Administration (ERDA).

c. Funding

ASPA, representing the Consortium, applied for and received a two year grant from the Department of Housing and Urban Development (HUD) to establish a coordinating staff to provide the Consortium with the continuing support necessary to implement the objectives of the agreement.

In addition to funding the Consortium, HUD also funds the NTDS Curriculum Development Project and the ICMA/NASPAA Academic/Practitioner Project, both of which are parts of the total Consortium effort, (see Tasks 1C and 3D below).

d. Meetings

Since its inception, the Consortium met on the following dates: May 21, 1975; September 8, 1975; October 22, 1975; and March 3, 1976.

e. Role of the Consortium

One of the important actions taken by the Consortium was to define its role in terms of what its purposes are and what it is not. This was essential to clarify relationships and to eliminate any concept that might impede the effectiveness of the Consortium. In brief, the Consortium is a group of organizations which agreed to work cooperatively in improving education for the public service. It is a venture where the thrust is cooperation and mutual support. An important ingredient of the effort is information sharing. The Consortium is not a policy making body nor do any of its activities impinge upon the operations of its member organization. While the Consortium is formally established and supported for two years, the work may lead to further cooperative efforts in the future.

2. Accomplishments on Objectives Approved For Release 2002/05/16 : CIA-RDP81-00314R000200090016-6

The action agreement contains ten objectives and 28 specific tasks. For each task, lead organization(s) and support organization(s) were identified. Tasks were carried out by the member organizations with assistance and staff support from the Secretariat, as needed.

A brief summary of the objectives and accomplishments on tasks during the first year follows;

Objective 1. The identification and development of public managers.

A significant task under this objective relates to the use and usefulness of the NASPAA standards and guidelines in Civil Service processes i.e. hiring, promotion, and training, (Task 1B). At the Federal level, meetings were held with the U.S. Civil Service Commission in January 1976, and NASPAA is a participant in a joint CSC/NASPAA/AASCB work groups currently looking at recruitment and entry into the Federal Service. At the state and local, joint IPMA/NASPAA teams are testing the use of standards in Civil Service processes in two (2) states, a province of Canada, two (2) counties, and three (3) cities. Reports are due in October 1, 1976 from these teams.

Another significant task is the development of curricula in professional public management responsive to the needs of practitioners (Task 1C). NTDS is administering a HUD funded project and awarded \$ to the winning subcontractors on May 14, 1976. Members of the Consortium served on the Project Advisory Board and the Academic Advisory Board of this project. Final results of these efforts are due in September, 1977.

Objective 2. Market surveys for the guidance of educational institutions and government agencies.

One of the major concerns of the Consortium was the determination of manpower needs both short-range (Task 2B) and long-range (Task 2C).

On the short-range task, IPMA/NASPAA joined together to make a survey of employment opportunities for 1976 and trends for 1977 for persons with MPA's in the 1200 agencies which are IPMA members. Survey results will be compiled in June 1976.

The other part of this task is acquainting major government employers with the nature and number of pre-service graduates. This will be accomplished by distributing the NASPAA survey of "Graduate School Programs in Public Affairs and Public Administration" to IPMA agency members in June, 1976.

On the long range task, ASPA is taking the lead in working with the BLS and the Employment and Training Administration at the national level; in leading teams of Consortium members working with the Employment Service on manpower projections in Oregon, Utah, Indiana, Florida, New York and Maine; to improve occupational coverage in existing surveys, and with Census and OMB to improve coverage in future surveys. These efforts will continue through 1976 and 1977. The objective here is to assure a system of base data and projections for 1 year, 5 years, and 10 years on occupations by local, state, and Federal governments and by geographic coverage by states.

Objective 3. Education and training for in-career students.

Task upon which accomplishments were made during the first year of the Consortium include (a) completion by NASPAA of a survey of status and trends of in-career training within educational institutions which will be issued in June 1976, (Task 3A). (b) IPMA's setting up in January 1976, a system for the

identification of public agency staff persons responsible for training to better enable professional associations and schools of public administration to contact those persons to the mutual benefit of both groups, (Task 3B). (c) NASPAA/ICMA's administration of a HUD funded program to strengthen the interface between academics and practitioners. On September 29, 1975, Secretary Carla Hills announced the ten academic-practitioner groups that won on the first round of competition on projects to strengthen the education of urban managers. The second round winners will be announced in June 1976. Completion dates for these 20 projects will be , (Task 3D). (d) NTDS' actions to improve and expand in-career training ( ) and ICMA's improvement and expansion of its Academy for Professional Development ( ), (Task 3E).

Objective 4. Simulate support for strong professional education programs in public administration

Under this objective, IPMA is taking the lead in contacting personnel directors at all levels of government to stimulate support for strong professional education programs in public administration. This is being done through IPMA's involvement in Consortium activities and through proposed sessions to be held at the IPMA National Conference in November 1976, (Task 4C).

Objective 5. The establishment of standards for educational programs

NASPAA has taken the lead in establishing standards for educational programs. The guidelines and standards for the Master's degree programs in public administration were issued in May 1974 (Task 5A). In addition, other guidelines and standards include those for; (1) Doctoral programs, issued April 1975, (2) Bachelor's programs approved April 1976, and (3) undergraduate 2 year program (junior college), in preparation.

Objective 6. Evaluation of educational programs

NASPAA is encouraging its 188 member institutions to conduct self evaluations using the guide for self evaluation issued by the NASPAA Standards Committee in 1975. As of April 1976, 34 institutions have submitted reports of self evaluations, (Task 6A).

Objective 7. Faculty development

NASPAA and NTDS are seeking financial assistance for a "summer study" program that would bring together faculty and practitioners to develop innovative curricula (Task 7E).

Objective 8. Internships

Three tasks under this objective include (1) seeking resources for internship programs (Task 8A); (2) providing internship information to students, academic institutions, and public agencies (Task 8B); and (3) developing model internship programs (Task 8C).

ASPA is taking the lead on task 8A through its Ad Hoc Committee on Internship Programs and its action program developed in April 1976 to get more public agency involvement in internship programs and to improve information exchange with organizations such as the National Center for Public Service Internships.

NASPAA/IPMA, as a part of the survey described under Task 2B, are collecting information on internships for persons in the MPA program in 1976 and trends in 1977, (Task 8B).

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NASPAA has developed guidelines for a model internship program for use in connection with the Master's program. The guidelines were approved by NASPAA in April 1976, (Task 8C).

Objective 9. Bringing public administration resources to bear upon public problems.

The National Academy for Public Administration convened a group of persons responsible for public administration research and dissemination research at the Federal level along with academicians and practitioners in an exploratory session of May 17, 1976. Action plans will be developed from suggestions and proposals made at this meeting, (Task 9A).

In addition, in March 1976 NASPAA was named to membership in a joint CSC/NASPAA/AACSB work group which will work on the feasibility and development of a research agenda in the management area.

Objective 10. Giving greater attention to specialized areas of administration (e.g. science and technology, administration of justice, urban affairs, etc.)

ASPA has established a new Section on Management Science, a Standing Committee on Natural Resources and Environmental Administration, and has renamed a section to the Section of Professional Development and expanded its charter, (Task 10A).

3. Revision of the Action Agreement/Second Funded Year

During the course of the first year, it has become evident that roles of member organizations or some tasks have changed, and descriptions of tasks have changed or should be changed. Therefore, the Action Agreement has been revised in draft for review and action by the Consortium at the June meeting.

At this point in time it would appear that the Consortium efforts for the second funded year will involve the continuation of activities started the first year and the start-up of new activities primarily in (a) in-career training (b) faculty development, and (c) support for public service education.

4. Publicity/Information

An early decision of the Consortium was to use existing systems of communication of each of the member organizations to publicize the work of the Consortium rather than start a new system. As a result, information on Consortium activities have been carried in ASPA's News and Views, ICMA/NASPAA's Dialog, IPMA's Newsletter, etc. In addition, constant communication has been maintained with the staff and elected officers of each member organization, and discussions on Consortium activities have taken place at the Annual Conferences of ICMA, IPMA, ASPA, NASPAA, and the Academy.

The Consortium has issued a brochure describing its activities and membership which has been widely distributed at both ASPA and NASPAA Conferences to date.